

PLAINTIFFS' EXHIBIT 4 (PX004)

PART C

**2019 Poultry Industry Compensation and Benefits Survey
- Poultry Processing Plant Average Rates -**

All Processing Workers - Slaughter Process											
Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
90th	1469	\$13.00	\$13.50	830	14.02	\$17.10	\$1.00	\$1.00	118.9%	111.4%	87.9%
75th	1126	\$12.05	\$12.75	517	13.44	\$16.00	\$0.50	\$0.75	87.5%	88.1%	70.5%
50th	800	\$11.50	\$12.25	276	12.74	\$15.00	\$0.35	\$0.40	65.0%	63.9%	57.4%
Average	843	\$11.57	\$12.32	388	12.98	\$14.90	\$0.46	\$0.52	71.8%	70.1%	57.0%
25th	511	\$11.06	\$11.78	129	12.28	\$13.50	\$0.25	\$0.30	54.0%	51.4%	33.7%
10th	316	\$10.25	\$11.40	61	12.04	\$13.00	\$0.15	\$0.20	30.0%	32.8%	16.0%
Number of Plants	87	87	85	85	82	79	82	81	84	20	36

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Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
All Processing Workers - Further Process											
90th	1274	\$12.75	\$13.65	1112	14.35	\$16.95	\$0.55	\$1.00	108.4%	122.0%	85.3%
75th	1045	\$12.00	\$12.75	858	13.44	\$15.50	\$0.40	\$0.50	67.1%	67.4%	62.6%
50th	644	\$11.50	\$12.30	333	12.625	\$14.70	\$0.35	\$0.35	53.2%	52.6%	49.9%
Average	738	\$11.40	\$12.35	478	12.89	\$14.82	\$0.38	\$0.44	59.5%	63.6%	51.6%
25th	404	\$11.00	\$11.85	165	12.23	\$13.70	\$0.25	\$0.30	41.0%	45.0%	35.0%
10th	239	\$10.05	\$11.45	68	11.91	\$13.15	\$0.15	\$0.20	29.0%	28.0%	28.0%
Number of Plants	74	74	71	71	70	65	71	67	73	26	38

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Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
All Maintenance Workers											
90th	75	\$18.00	\$18.70	66	22.59	27.90	\$1.00	\$1.00	56.0%	62.6%	47.9%
75th	61	\$16.84	\$17.00	38	20.45	25.14	\$0.45	\$0.50	30.0%	27.0%	41.7%
50th	43	\$15.48	\$16.00	13	18.94	22.95	\$0.35	\$0.40	20.0%	18.0%	20.0%
Average	46	\$15.67	\$16.14	24	19.32	23.36	\$0.43	\$0.49	25.1%	24.1%	20.7%
25th	30	\$14.23	\$14.78	2	17.76	21.355	\$0.25	\$0.30	10.8%	10.8%	1.0%
10th	16	\$13.28	\$13.70	1	16.52	19.85	\$0.15	\$0.20	1.0%	0.0%	1.0%
Number of Plants	142	124	140	119	135	140	130	125	35	19	11

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All Refrigeration Technicians											
Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
90th	14	\$21.46	\$22.35	12	\$22.72	\$28.44	\$1.00	\$1.00	43.0%	50.0%	43.0%
75th	11	\$18.52	\$19.36	9	\$20.93	\$25.00	\$0.45	\$0.50	25.0%	25.0%	33.0%
50th	8	\$16.84	\$17.52	4	\$18.52	\$20.90	\$0.35	\$0.35	5.5%	5.0%	1.0%
Average	10	\$17.14	\$17.81	5	\$19.41	\$22.04	\$0.41	\$0.46	14.8%	14.4%	13.4%
25th	6	\$15.42	\$16.07	1	\$17.07	\$18.52	\$0.25	\$0.30	0.0%	0.0%	1.0%
10th	4	\$13.39	\$14.00	0	\$16.84	\$16.84	\$0.15	\$0.20	0.0%	0.0%	0.0%
Number of Plants	125	108	122	120	117	121	114	110	22	16	7

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Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
All Quality Technicians											
90th	35	\$14.40	\$15.60	27	\$16.07	\$16.80	\$1.00	\$1.00	112.0%	14.0%	112.0%
75th	24	\$13.00	\$14.88	20	\$14.32	\$15.15	\$0.45	\$0.50	59.0%	7.0%	74.5%
50th	18	\$12.55	\$14.05	13	\$13.61	\$14.64	\$0.35	\$0.40	16.0%	0.0%	36.0%
Average	19	\$12.70	\$13.88	13	\$13.83	\$14.65	\$0.43	\$0.49	33.7%	3.5%	44.0%
25th	11	\$12.00	\$12.75	5	\$13.08	\$13.50	\$0.25	\$0.30	8.0%	0.0%	8.0%
10th	5	\$11.50	\$12.30	1	\$12.39	\$12.60	\$0.15	\$0.20	0.0%	0.0%	8.0%
Number of Plants	126	122	122	116	120	119	119	115	19	4	11

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Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
Processing Workers - AL											
90th	1101	\$12.10	\$12.60	506	\$14.25	\$15.00	\$1.00	\$1.00	102.9%	108.2%	
75th	934	\$11.55	\$12.18	417	\$12.96	\$14.13	\$0.40	\$0.40	90.6%	93.2%	
50th	713	\$11.00	\$11.93	312	\$12.58	\$13.48	\$0.30	\$0.30	67.7%	65.7%	
Average	718	\$10.68	\$11.67	289	\$12.59	\$13.68	\$0.38	\$0.36	71.5%	71.7%	
25th	474	\$10.10	\$11.43	130	\$12.02	\$12.93	\$0.10	\$0.15	62.0%	61.9%	
10th	303	\$9.40	\$11.00	59	\$11.70	\$12.10	\$0.10	\$0.10	39.0%	40.6%	
Number of Plants	16	16	16	16	16	16	15	15	16	10	3

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Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
Maintenance Workers - AL											
90th	69	\$16.30	\$17.90	57	\$20.55	\$25.50	\$1.00	\$0.50			
75th	64	\$16.07	\$16.30	14	\$19.51	\$22.95	\$0.40	\$0.40			
50th	46	\$15.60	\$15.60	7	\$17.43	\$21.40	\$0.35	\$0.33			
Average	47	\$15.04	\$15.38	14	\$17.91	\$21.58	\$0.37	\$0.34			
25th	33	\$13.32	\$13.85	2	\$16.23	\$19.85	\$0.10	\$0.20			
10th	13	\$12.90	\$13.32	1	\$15.71	\$18.45	\$0.10	\$0.10			
Number of Plants	15	15	15	14	15	15	15	14	4	3	1

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Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
Refrigeration Technicians - AL											
90th	46	\$19.75	\$19.75	12	\$21.40	\$23.10	\$1.00	\$0.50			
75th	26	\$17.68	\$17.90	9	\$19.75	\$22.10	\$0.40	\$0.40			
50th	10	\$15.80	\$15.80	2	\$17.68	\$20.90	\$0.35	\$0.33			
Average	17	\$16.02	\$16.37	5	\$18.25	\$20.65	\$0.37	\$0.34			
25th	8	\$13.32	\$13.85	1	\$16.89	\$17.68	\$0.10	\$0.20			
10th	7	\$12.90	\$13.32	0	\$16.16	\$17.16	\$0.10	\$0.10			
Number of Plants	15	15	15	15	15	15	15	14	4	3	1

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Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
Quality Technicians - AL											
90th	46	\$13.35	\$14.85	30	\$14.04	\$15.15	\$1.00	\$1.00			
75th	24	\$12.90	\$14.15	22	\$13.62	\$14.70	\$0.40	\$0.40			
50th	20	\$12.30	\$12.95	13	\$12.95	\$12.95	\$0.33	\$0.33			
Average	23	\$12.24	\$13.12	14	\$13.05	\$13.37	\$0.40	\$0.38			
25th	14	\$11.85	\$12.20	6	\$12.27	\$12.20	\$0.10	\$0.20			
10th	12	\$10.35	\$11.85	2	\$11.95	\$11.85	\$0.10	\$0.10			
Number of Plants	15	15	15	15	15	15	14	14	4	2	3

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Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
Processing Workers - GA											
90th	1636	\$12.00	\$13.00	1154	\$13.76	\$17.05	\$0.75	\$0.80	119.7%		105.0%
75th	1469	\$11.50	\$12.25	763	\$13.04	\$16.20	\$0.40	\$0.50	105.0%		87.0%
50th	835	\$11.15	\$11.90	280	\$12.36	\$15.25	\$0.30	\$0.30	64.7%		60.0%
Average	903	\$11.13	\$11.97	430	\$12.58	\$15.11	\$0.37	\$0.41	75.6%		66.0%
25th	461	\$11.00	\$11.45	112	\$12.11	\$14.10	\$0.25	\$0.25	55.0%		53.4%
10th	314	\$10.00	\$11.31	68	\$12.04	\$13.15	\$0.12	\$0.20	31.0%		31.3%
Number of Plants	19	19	19	19	19	19	19	19	19	1	11

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Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
Maintenance Workers - GA											
90th	90	\$16.84	\$18.50	70	\$22.10	\$27.40	\$0.75	\$1.00			
75th	65	\$15.68	\$17.00	21	\$20.45	\$24.05	\$0.45	\$0.75			
50th	48	\$15.00	\$16.50	10	\$18.50	\$22.10	\$0.35	\$0.40			
Average	49	\$14.71	\$15.87	20	\$18.64	\$22.54	\$0.40	\$0.48			
25th	35	\$13.28	\$14.53	2	\$16.54	\$20.18	\$0.25	\$0.28			
10th	9	\$12.68	\$13.25	0	\$16.09	\$19.00	\$0.12	\$0.20			
Number of Plants	19	16	19	16	19	19	16	16	3	1	2

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Refrigeration Technicians - GA											
Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
90th	17	\$18.52	\$21.21	11	\$21.55	\$29.00	\$0.75	\$0.80			
75th	9	\$17.94	\$18.53	3	\$20.93	\$27.00	\$0.50	\$0.75			
50th	6	\$15.67	\$18.25	2	\$18.28	\$22.17	\$0.40	\$0.40			
Average	7	\$15.84	\$17.68	3	\$18.87	\$23.75	\$0.41	\$0.45			
25th	2	\$14.53	\$16.42	1	\$17.71	\$21.63	\$0.25	\$0.25			
10th	0	\$12.68	\$13.73	0	\$15.63	\$18.52	\$0.12	\$0.25			
Number of Plants	18	16	18	18	16	18	15	15	3	1	2

**2019 Poultry Industry Compensation and Benefits Survey
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Quality Technicians - GA											
Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
90th	51	\$12.75	\$14.70	23	\$14.67	\$15.60	\$0.75	\$0.80			
75th	34	\$12.44	\$13.30	18	\$13.61	\$14.83	\$0.40	\$0.40			
50th	18	\$11.91	\$12.60	13	\$13.12	\$13.30	\$0.30	\$0.30			
Average	22	\$11.80	\$12.23	11	\$13.14	\$13.59	\$0.35	\$0.38			
25th	14	\$11.51	\$12.35	5	\$12.40	\$12.60	\$0.25	\$0.25			
10th	0	\$10.00	\$9.88	0	\$12.35	\$12.25	\$0.00	\$0.12			
Number of Plants	19	19	19	19	16	19	19	19	3	1	2

**2019 Poultry Industry Compensation and Benefits Survey
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Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
Processing Workers - NC											
90th	1971	\$12.30	\$13.00	1529	\$13.44	\$16.50	\$1.00	\$1.00	124.2%		109.3%
75th	1495	\$11.75	\$13.00	877	\$13.21	\$15.42	\$0.45	\$0.50	94.5%		85.3%
50th	646	\$11.30	\$12.50	276	\$12.88	\$14.90	\$0.40	\$0.45	72.7%		68.8%
Average	852	\$11.47	\$12.53	552	\$12.90	\$14.98	\$0.47	\$0.50	77.0%		66.8%
25th	225	\$11.20	\$12.30	150	\$12.47	\$13.85	\$0.30	\$0.30	55.0%		55.0%
10th	206	\$11.00	\$11.85	65	\$12.36	\$12.85	\$0.20	\$0.20	23.5%		17.2%
Number of Plants	15	15	15	15	15	13	15	14	15	1	10

**2019 Poultry Industry Compensation and Benefits Survey
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Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
Maintenance Workers - NC											
90th	91	\$18.85	\$18.85	80	\$22.94	\$30.04	\$1.00	\$1.00			
75th	74	\$16.84	\$18.00	25	\$20.45	\$24.05	\$0.73	\$1.00			
50th	32	\$16.50	\$16.84	13	\$19.51	\$23.70	\$0.45	\$0.45			
Average	46	\$16.78	\$17.42	23	\$19.53	\$24.51	\$0.51	\$0.55			
25th	25	\$16.00	\$16.20	3	\$17.98	\$22.91	\$0.30	\$0.35			
10th	9	\$14.30	\$16.00	1	\$16.80	\$21.20	\$0.20	\$0.20			
Number of Plants	15	12	15	12	15	15	12	11	5	0	3

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- Poultry Processing Plant Average Rates -**

Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
Refrigeration Technicians - NC											
90th	12	\$21.68	\$24.00	12	\$27.62	\$33.35	\$1.00	\$1.00			
75th	11	\$18.52	\$19.00	8	\$20.00	\$27.91	\$0.45	\$0.50			
50th	8	\$17.76	\$18.52	5	\$18.52	\$21.00	\$0.45	\$0.45			
Average	9	\$17.65	\$18.75	5	\$20.26	\$23.55	\$0.50	\$0.51			
25th	8	\$16.00	\$16.53	1	\$18.41	\$19.36	\$0.35	\$0.35			
10th	6	\$14.18	\$16.20	1	\$17.07	\$18.52	\$0.20	\$0.20			
Number of Plants	13	10	13	13	13	13	10	10	3	0	3

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Quality Technicians - NC											
Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
90th	24	\$13.50	\$15.60	22	\$14.49	\$15.60	\$1.00	\$1.00			
75th	22	\$13.26	\$15.24	19	\$14.43	\$15.60	\$0.73	\$0.75			
50th	15	\$12.69	\$13.63	9	\$13.67	\$14.44	\$0.45	\$0.45			
Average	17	\$12.76	\$13.93	11	\$13.84	\$14.59	\$0.51	\$0.55			
25th	10	\$12.13	\$12.88	5	\$13.33	\$13.75	\$0.30	\$0.40			
10th	8	\$11.75	\$12.68	0	\$13.17	\$13.60	\$0.20	\$0.20			
Number of Plants	12	12	12	10	12	12	12	12	2	0	0

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Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
Processing Workers - TN											
90th											
75th	1132	\$14.00	\$14.00	809	\$15.55	\$17.30			134.2%		
50th	690	\$12.50	\$13.50	257	\$14.02	\$17.00	\$0.43	\$0.43	109.0%		
Average	697	\$12.82	\$13.24	467	\$14.11	\$16.59	\$0.56	\$0.56	93.6%		
25th	374	\$12.05	\$12.05	72	\$12.84	\$16.00			47.8%		
10th											
Number of Plants	7	7	7	7	7	7	6	6	7	4	3

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Maintenance Workers - TN											
Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
90th											
75th	60		\$17.60		\$20.45	\$25.14					
50th	42		\$16.84		\$19.28	\$22.65	\$0.43				
Average	48		\$16.42		\$19.24	\$23.25	\$0.56				
25th	39		\$13.85		\$18.01	\$21.75					
10th											
Number of Plants	7	6	7	6	7	7	6	6	3	3	1

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Refrigeration Technicians - TN											
Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
90th											
75th	11		\$20.20	11	\$20.60	\$24.66					
50th	9	\$18.68	\$19.36	3	\$20.12	\$22.65	\$0.43	\$0.43			
Average	9	\$18.10	\$18.58	5	\$19.92	\$22.42	\$0.56	\$0.56			
25th	6		\$15.85	2	\$19.36	\$20.20					
10th											
Number of Plants	7	6	7	7	7	7	6	6	3	3	1

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Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
Quality Technicians - TN											
90th											
75th	22	\$14.28	\$16.80	21	\$15.54	\$16.80					
50th	17	\$13.75	\$14.50	11	\$14.73	\$15.25	\$0.43				
Average	18	\$13.41	\$14.73	14	\$14.58	\$15.53	\$0.56				
25th	14	\$12.30	\$12.80	9	\$13.23	\$14.40					
10th											
Number of Plants	7	7	7	7	7	7	6	6	3	1	3

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Processing Workers - VA											
Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
90th											
75th											
50th	798	\$11.85	\$12.56	416	\$13.52	\$15.68	\$0.35	\$0.35	50.0%		
Average	910	\$11.90	\$12.64	600	\$13.94	\$16.86	\$0.46	\$0.48	50.8%		
25th											
10th											
Number of Plants	6	6	6	6	6	6	6	6	6	1	4

**2019 Poultry Industry Compensation and Benefits Survey
- Poultry Processing Plant Average Rates -**

Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
Maintenance Workers - VA											
90th											
75th											
50th	39		\$16.82		\$21.51	\$25.30	\$0.35	\$0.35			
Average	41		\$16.77		\$21.62	\$25.32	\$0.47	\$0.48			
25th											
10th											
Number of Plants	6	4	6	4	6	6	6	6	0	0	0

2019 Poultry Industry Compensation and Benefits Survey
- Poultry Processing Plant Average Rates -

Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
Refrigeration Technicians - VA											
90th											
75th											
50th	8		\$19.91		\$20.73	\$22.52	\$0.35	\$0.35			
Average	8		\$19.42		\$21.62	\$24.10	\$0.47	\$0.48			
25th											
10th											
Number of Plants	6	4	6	4	6	6	6	6	0	0	0

**2019 Poultry Industry Compensation and Benefits Survey
- Poultry Processing Plant Average Rates -**

Range of Survey Responses	Total # of Employees	Entry Level Start Rate	Entry Level Base Rate	# of Employees at Entry Level Base Rate	Weighted Average Base Rate	Highest Level Base Rate	Amount of 2nd Shift Premium	Amount of 3rd Shift Premium	Annual Turnover Percentage	Union Turnover Percentage	Non-Union Turnover Percentage
Quality Technicians - VA											
90th											
75th											
50th	13				\$13.68		\$0.35	\$0.35			
Average	16				\$14.12		\$0.47	\$0.48			
25th											
10th											
Number of Plants	6	5	5	5	6	5	6	6	0	0	0

2019 Poultry Industry Compensation and Benefits Survey

C. Human Resources Functions

1. Outsourcing

Code	Human Resource Functions Outsourced
A	Health benefits claim processing; Benefit or flex enrollment; Temporary staffing; Other: FMLA/Absence Administration
B	Health benefits claim processing
C	Health benefits claim processing; Benefit or flex enrollment; Temporary staffing; Relocation; Employee surveys; Other: Workers Compensation claims processing, short-term disability administration and FMLA claims processing and administration
D	Health benefits claim processing; Relocation; Employee Surveys
E	Health benefits claim processing; Benefit or flex enrollment; Training; Temporary staffing; Relocation
F	Health benefits claim processing; Benefit or flex enrollment; Temporary staffing; Payroll
G	Health benefits claim processing; Training; Recruitment; Temporary staffing; Relocation; Employee surveys
H	Health benefits claim processing; Benefit or flex enrollment; Temporary staffing; Relocation; Employee surveys; Other: FMLA/STD Administration
I	Health benefits claim processing; Training; Temporary staffing; Employee Surveys; Other: Public/Media Relations
J	Health benefits claim processing; Recruitment; Temporary staffing; Payroll
K	Health benefits claim processing; Benefit or flex enrollment; Temporary staffing
L	Health benefits claim processing; Benefit or flex enrollment; Other: Cobra Administration will be outsourced in Calendar Year 2019
M	Health benefits claim processing; Benefit or flex enrollment; Relocation; Other: FSA Administration, Title 7 outreach efforts

2019 Poultry Industry Compensation and Benefits Survey

2. Staffing

Reported by twelve (12) companies.

	Human Resource Staff Ratio
Highest	457 – 1
75th Percentile	304 – 1
Median	220 – 1
Average	247 – 1
25th Percentile	168 – 1
Lowest	118 – 1

2019 Poultry Industry Compensation and Benefits Survey

D. Starting Salaries Paid for a BA/BS Degree

Average starting salary increased by approximately 6.4% since last year. The median starting salary increased by 8.1% since last year.

Highest	\$56,850
75th Percentile	\$54,000
Median	\$50,000
Average	\$49,450
25th Percentile	\$45,000
Lowest	\$42,500

2019 Poultry Industry Compensation and Benefits Survey

E. Titling

Table follows.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

Titles Reported and Typical Reporting Relationships

JOB CODE	TITLE	TYPICALLY REPORTS TO:
01A	Plant General Manager	Operations Director
01A	General Manager	VP of Operations
01A	Director of Processing	COO
01A	Complex Manager	Vice President
01A	Director Operations	VP Operations
01A	Complex Manager	Head of Operations
01A	Manager Complex	VP Operations
01A	Area Complex Mgr/Complex Mgr/Asst Comp	Sr Director Fresh Operations
01B	Plant General Manager	Operations Director
01B	Director of Live Production	COO
01B	General Manager	VP Chicken Plant Operations
01B	Complex Manager	Vice President
01B	Director Operations	VP Operations
01B	Complex Manager	CEO/Owner
01B	Complex Manager	Head of Operations
01B	Manager Complex	VP Division
01B	Complex Manager	Sr Director Fresh Operations
02A	Senior Director Live Operations	EVP Live Operations
02A	Plant Operations Manager	BOSC Leader
02A	VP Live Production	President
02A	VP Live Production	President
02A	VP Live Operations	Chief Operations Officer
02A	VP Live Operations	SVP Food Safety, Quality & Live Ops
02A	Live Production Manager	CEO/Owner
02A	Sr Director Live Operations	CEO

WMS and Company Inc.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

Titles Reported and Typical Reporting Relationships

JOB CODE	TITLE	TYPICALLY REPORTS TO:
02B	Director of Live Operations	VP Live Operations
02B	Live Production Manager	VP Live Production
02B	Live Production Manager	Director of Live Production
02B	Live Production Manager	Complex Manager
02B	Director Live Production	VP Operations
02B	Head of Live Production Services	Executive VP of Operations
02B	Sr Manager Live Production	Manager Complex
02B	Area Live Operations Manager	Sr Director Fresh Operations
03A	Feed Mill Manager	Director of Live Operations
03A	Director Feed Mill Oprs/Feed Mill Mgr	Sr Director Live Operations
03A	Plant Manager Agri	Agri Operations Manager
03A	Senior Feed Mill Manager	Director of Live Production
03A	Feed Mill Manager	VP Ingredient Purchasing
03A	Feed Mill Manager - Large	Feed Mill Operations Manager
03A	Feed Mill Manager	Live Production Manager
03A	Feed Mill Manager	Director Live Production
03A	Feed Mill Manager	Live Operations Manager
03A	Manager Feed Mill	Sr Manager Live Production
03A	Feed Mill Manager	Live Operations Manager
03B	Feed Mill Manager	Director Feed Mill Operations
03B	Feed Mill Manager	Plant Manager Agri
03B	Feed Mill Manager	Live Production Manager
03B	Feed Mill Manager	Senior Feed Mill Manager
03B	Feed Mill Manager - Medium/Small	Mill Manager
03B	Feed Mill Manager/Mill Manager	Director Live Production
03B	Mill Manager	Live Production Manager
03B	Feed Mill Manager	Live Operations Manager
03B	Manager Feed Mill	Sr Manager Live Production
03B	Feed Mill Manager	Live Operations Manager

WMS and Company Inc.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

Titles Reported and Typical Reporting Relationships

JOB CODE	TITLE	TYPICALLY REPORTS TO:
04	Feed Mill Supv/Feed Mill Asst Mgr	Feed Mill Manager
04	Mill Supervisor	Feed Mill Manager
04	Feed Mill Supervisor	Feed Mill Manager
04	Feed Mill Supervisor	Feed Mill Manager
04	Mill Supervisor	Feed Mill Manager
04	Feed Mill Supervisor	Feed Mill Manager
04	Feed Mill Supervisor	Feed Mill Manager
04	Feed Mill Superintendent/Supervisor	Feed Mill Manager/Mill Manager
04	Feed Mill Superintendent	Complex Manager
04	Feed Mill Supervisor	Feed Mill Manager
04	Supervisor Feed Mill	Manager Feed Mill
04	Feed Mill Supervisor	Feed Mill Manager
05	Hatchery Manager	Director of Live Operations
05	Hatchery Manager	Breeder Division Manager
05	Hatchery Manager	Plant Manager Agri
05	Hatchery Manager	Live Production Manager
05	Hatchery Manager	Live Production Manager
05	Hatchery Manager	Hatchery Division Manager
05	Manager of Hatcheries	VP Live Operations
05	Hatchery Manager	Breeder/Hatchery Manager
05	Hatchery Manager	Director Live Production
05	Hatchery Manager	Live Production Manager
05	Hatchery Manager	Live Operations Manager
05	Manager Hatchery	Manager Breeder
05	Hatchery Manager	Area Hatchery Mgr/Live Operations Mgr
06	Hatchery Supervisor	Hatchery Manager
06	Hatchery Supervisor/Hatchery Asst Mgr	Hatchery Manager
06	Hatchery Supervisor	Hatchery Manager
06	Hatchery Supervisor	Manager of Hatcheries
06	Hatchery Supervisor	Hatchery Manager
06	Hatchery Assistant Manager	Hatchery Manager
06	Hatchery Supervisor	Hatchery Manager
06	Supervisor Hatchery	Manager Hatchery
06	Hatchery Superintendent	Hatchery Manager

WMS and Company Inc.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

Titles Reported and Typical Reporting Relationships

JOB CODE	TITLE	TYPICALLY REPORTS TO:
07A	Breeder Manager	Director of Live Operations
07A	Breeder Division Manager	Sr Director Live Operations
07A	Grow Out Manager	Plant Manager Agri
07A	Breeder Division Manager	VP Live Operations
07A	Breeder Manager	VP Chicken Live Production
07A	Breeder/Hatchery Manager	Live Production Manager
07A	Breeder Manager	Regional Breeder Manager
07A	Breeder Manager	Live Operations Manager
07A	Manager Breeder	Sr Manager Live Production
07A	Breeder Manager	Live Operations Manager
07B	Breeder Manager	Live Production Manager
07B	Breeder Division Manager	Live Production Manager
07B	Breeder Manager	Regional Breeder Manager
07B	Breeder Manager	Live Production Manager
07B	Breeder Manager	Live Operations Manager
07B	Manager Breeder	Sr Manager Live Production
07B	Breeder Manager	Live Operations Manager
08	Breeder Representative	Breeder Manager
08	Breeder Serviceperson	Breeder Division Manager
08	Flock Management Supervisor	Grow Out Manager
08	Breeder Technicians	Breeder Manager
08	Breeder Service Rep	Breeder Division Manager
08	Breeder Field Supervisor	Breeder Division Manager
08	Field Supervisor	Breeder Manager
08	Breeder Technician	Breeder/Hatchery Manager
08	Breeder Flock Advisor	Area Coordinator Breeder Manager
08	Breeder Service Technician	Breeder Manager
08	Breeder Tech Advisor I	Manager Breeder
08	Breeder Field Representative	Breeder Manager

WMS and Company Inc.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

Titles Reported and Typical Reporting Relationships

JOB CODE	TITLE	TYPICALLY REPORTS TO:
09A	Broiler Manager	Director of Live Operations
09A	Director Market Bird Division	Sr Director Live Operations
09A	Broiler Division Manager	VP Live Operations
09A	Live Superintendent	General Manager
09A	Broiler Manager	Live Production Manager
09A	Broiler Manager	Live Operations Manager
09A	Manager Broiler	Sr Manager Live Production
09A	Broiler Manager	Live Operations Manager
09B	Market Bird Division Manager	Sr Director Live Operations
09B	Broiler Manager	Live Production Manager
09B	Growout Manager	Live Production Manager
09B	Broiler Manager	Live Operations Manager
09B	Manager Broiler	Sr Manager Live Production
09B	Broiler Manager	Area/Live Operations Manager
10	Broiler Service Representative	Broiler Manager
10	Market Bird Serviceperson	Market Bird Division Manager
10	Broiler Technicians	Broiler Manager
10	Turkey Service Rep	Turkey Production Manager
10	Broiler Field Supervisor	Regional Broiler Manager
10	Field Supervisor	Growout Superintendent
10	Broiler Technician	Broiler Manager
10	Flock Advisor	Area Coordinator/Growout Manager
10	Field Technician	Live Production Manager
10	Broiler Service Technician	Broiler Manager
10	Broiler Technical Advisor I	Manager Broiler
10	Broiler Field Representative	Broiler Manager

WMS and Company Inc.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

Titles Reported and Typical Reporting Relationships

JOB CODE	TITLE	TYPICALLY REPORTS TO:
11A	Director of Processing	AVP of Processing
11A	Complex/Plant Manager	VP Operations
11A	Plant Operations Manager	Plant General Manager
11A	Plant Manager	Director of Processing
11A	Plant Manager	VP Operations
11A	Plant Manager	VP Chicken Plant Operations
11A	Plant Manager	Complex Manager
11A	Unit Leader/Business Unit Leader	Director Operations
11A	Plant Manager	Complex Manager
11A	Manager Plant III	Manager Complex
11A	Operations Manager	Area Oprs Mgr/Complex Mgr/Asst Comp
11B	Complex/Plant Manager	VP Operations
11B	Plant Operations Manager	Plant General Manager
11B	Plant Manager	General Manager
11B	Plant Manager	Complex Manager
11B	Plant Manager	Complex Manager
11B	Unit Leader/Business Unit Leader	Director Operations
11B	Plant Manager	Complex Manager
11B	Manager Plant II	Manager Complex
11B	Operations Manager	Area Operations Manager/Complex Man
12A	Complex/Plant Manager	VP Operations
12A	Plant Manager	Director of Processing
12A	Plant Manager	General Manager
12A	Plant Manager	Complex Manager
12A	Unit Leader/Business Unit Leader	Director Operations
12A	Operations Manager	Head of Operations
12A	Manager Plant II	Manager Complex
12A	Plant Manager - FP	Sr Director Business Operations - FP

WMS and Company Inc.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

Titles Reported and Typical Reporting Relationships

JOB CODE	TITLE	TYPICALLY REPORTS TO:
12B	Complex/Plant Manager	VP Operations
12B	Plant Operations Manager	Plant General Manager
12B	Plant Manager	General Manager
12B	Plant Manager	Asst Director level titles
12B	Plant Manager	Complex Manager
12B	Unit Leader/Business Unit Leader	Director Operations
12B	Plant Manager	Complex Manager
12B	Operations Manager	Head of Operations
12B	Manager Plant I	Manager Complex
13	Processing Supervisor	Processing Superintendent
13	Production Supervisor	Processing Superintendent
13	Production Supervisor	Operations Manager
13	Production Supervisor	Shift Manager
13	Production Supervisor	Plant Manager
13	Supervisor	Department Manager
13	Plant Supervisor	First Processing Superintendent
13	Supervisor	Shift Manager
13	Team Leader/Production Supervisor	Shift Leader/Production Superintendent
13	Processing Supervisor	Complex Manager
13	Production Supervisor	Production Superintendent
13	Supervisor Production	General Manager Production
13	Poultry Processing Supervisor	Superintendent/Shift Manager
14	Processing Manager	Director of Processing
14	Operations Manager	Complex/Plant Manager
14	Operations Manager	Plant Operations Manager
14	Shift Manager	Plant Manager
14	Processing Manager	Plant Manager
14	Plant Superintendent I	Plant Production Manager
14	Shift Manager	Plant Manager
14	Shift Leader/Production Superintendent	Unit Leader/Business Unit Ldr/Plant Mgr
14	Production Manager	Plant Manager
14	Sr Production Manager	Manager Plant III
14	Shift Manager	Operations Manager/Complex Manager

WMS and Company Inc.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

Titles Reported and Typical Reporting Relationships

JOB CODE	TITLE	TYPICALLY REPORTS TO:
15A	Waste Water Manager	Director of Processing
15A	Maintenance Superintendent	Maintenance Manager
15A	Waste Water Manager	Plant Manager
15A	Waste Water Manager	QC Manager
15A	Waste Water Manager	Plant Manager
15A	Waste Water Manager I	Environmental Manager/Director Operati
15A	Waste Water Technician	Maintenance Supervisor
15A	Wastewater Manager	Complex Manager
15A	Sr Supervisor Environmental	Manager Complex Environmental
15A	Waste Water Manager	Complex Manager
15B	Maintenance Superintendent	Maintenance Manager
15B	Waste Water Manager	QC Manager
15B	Waste Water Environmental Supervisor	Maintenance Manager
15B	Environmental Manager	Plant Manager
15B	Waste Water Manager II	Environmental Manager/Maintenance Mg
15B	Wastewater Manager	Complex Manager
15B	Sr Supervisor Environmental	Manager Complex Environmental
15B	Manager Environmental	Operations Manager
16	Live Haul Manager	Director of Live Operations
16	Live Haul Manager	Market Bird Division Manager
16	Live Haul Manager	Plant Manager Agri
16	Live Haul Manager	Live Production Manager
16	Live Haul Manager	Turkey Production Manager
16	Live Haul Manager	Live Haul Director
16	Live Haul Manager	Asst Director level titles
16	Live Haul Manager	Live Production Manager
16	Live Haul Manager	Business Unit Leader
16	Live Haul Supervisor	Transportation Manager
16	Live Haul Manager	Live Operations Manager
16	Manager Live Haul	Sr Manager Live Production
16	Manager Catching/Hauling	Live Operations Manager

WMS and Company Inc.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

Titles Reported and Typical Reporting Relationships

JOB CODE	TITLE	TYPICALLY REPORTS TO:
17	Sanitation Manager	Director of Processing
17	Sanitation Manager	Plant Manager
17	Sanitation Manager	Plant Manager
17	Sanitation Manager	QC Manager
17	Sanitation Superintendent	Plant Manager
17	Sanitation Manager	Plant Manager
17	Sanitation Manager	Plant Manager
17	Sr Supervisor Sanitation	Sr Production Manager
17	Manager Sanitation	Maintenance Manager
18	Maintenance Manager	Director of Processing
18	Maintenance Manager	Complex Manager
18	Engineering Manager	Plant General Manager
18	Maintenance Manager	Plant Manager
18	Facilities and Maintenance Manager	Plant Manager
18	Maintenance Manager	Plant Manager
18	Maintenance Manager I/II	Plant Manager/General Manager
18	Maintenance Manager	Plant Manager
18	Maintenance Manager	Director Operations
18	Maintenance Supervisor	Complex Manager
18	Maintenance Manager I	Plant Manager
18	Manager Maintenance I	Manager Plant II
18	Maintenance Manager	Operations Manager/Complex Manager
19	Maintenance Supervisor	Maintenance Manager
19	Maintenance Supervisor/Utilities Supervisor	Maintenance Mgr/Maintenance Supt
19	Maintenance Supervisor	Engineering Manager
19	Maintenance Supervisor	Maintenance Manager
19	Maintenance Supervisor	Maintenance Manager
19	Maintenance Supervisor	Maintenance Manager
19	Maintenance Supervisor	Maintenance Manager
19	Maintenance Supervisor	Maintenance Manager
19	Maintenance Supervisor	Asst Maintenance Mgr/Maintenance Mgr
19	Maintenance Supervisor	Maintenance Superintendent
19	Supervisor Maintenance	Manager Maintenance I
19	Maintenance Supervisor	Maintenance Manager

WMS and Company Inc.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

Titles Reported and Typical Reporting Relationships

JOB CODE	TITLE	TYPICALLY REPORTS TO:
20A	Quality Assurance Manager	Director of QC/QA
20A	Quality Assurance Manager	Quality Assurance Director
20A	FSQR Manager	Plant General Manager
20A	Quality Control Manager	Director Quality Control
20A	Quality Assurance Manager	Director of Processing
20A	QC Manager	Corp Food Safety & QA Officer
20A	Quality Control Manager I/II	Director of Quality Control
20A	Plant QA Manager	Complex QA Manager
20A	Complex QA/Food Safety Manager	Division QA/Food Safety Manager
20A	QA Supervisor	Complex Manager
20A	Quality Assurance Manager	Director Quality Assurance
20A	General Manager FSQA	Associate Director FSQA
20A	Quality Assurance Manager	Area QA Mgr/Dir QA & Food & Safety
22A	Rendering Plant Manager	VP Protein Conversion
22A	Rendering Manager	Complex Manager/Plant Manager
22A	Rendering Plant Manager	Maintenance Supervisor
22A	Protein Conversion Plant Manager	Director By-Products
22A	Manager Plant I	Manager Complex
22B	Rendering Supervisor	Rendering Plant Manager
22B	Rendering Supervisor	Rendering Manager
22B	Protein Conversion Supervisor	Protein Conversion Plant Manager
22B	Supervisor Production	General Manager Production
23	FSQA Manager	Plant QA Manager
23	QA HACCP Coordinator	Quality Assurance Manager/Director
23	HACCP Coordinator	Quality Control Manager
23	HACCP Coordinator	QA Manager
23	HACCP Coordinator	Complex QA Manager
23	HACCP Supervisor	Quality Assurance Manager
23	Sr Supervisor HACCP	General Manager FSQA
23	Coordinator HACCP	Quality Assurance Manager

WMS and Company Inc.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

Titles Reported and Typical Reporting Relationships

JOB CODE	TITLE	TYPICALLY REPORTS TO:
24A	OHS Nurse Supervisor/Nurse Case Manager	Safety Manager
24A	Health Services Manager	Regional HR Market Lead
24A	Health and Wellness Manager	Director of Human Resources
24A	Nurse Manager	Plant Manager
24A	Registered Nurse	Human Resources Manager
24A	Wellness Center Supervisor	Regional Nurse Manager
24A	Occupational Health Manager	Complex Safety & Health Manager
24A	Manager Nursing	Associate Director Occupational Health
24B	OHS Nurse (RN)	OHS Nurse Supervisor/Safety Manager
24B	Nurse RN	Health Services Manager
24B	Plant Nurse	Health and Wellness Manager
24B	Plant Nurse	Nurse Manager
24B	Plant Nurse RN	Wellness Center Supervisor
24B	Occupational Health Manager	Complex Safety & Health Manager
24B	Nurse RN	Manager Nursing
24B	Plant Nurse	EH&S Manager/Safety Manager
24C	Health Services Nurse Aid/Nurse (LPN)	OHS Nurse Supervisor/Safety Manager
24C	Nurse LPN	Health Services Manager
24C	Nurse	Complex Human Resource Mgr
24C	Plant Nurse	Nurse Manager
24C	Plant Nurse/EMT	Human Resources Manager
24C	Plant Nurse LPN	Wellness Center Supervisor
24C	Occupational Health Manager	Complex Safety & Health Manager
24C	Nurse LPN	Manager Nursing
24C	Plant Nurse	EH&S Manager/Safety Manager
25A	Human Resources Manager	Director of Human Resources
25A	Complex Human Resources Manager	Director of Human Resources
25A	Labor Relations Manager	VP / Director Human Resources
25A	Complex HR Manager	Director HR
25A	Complex Human Resources Manager I	Complex Manager
25A	Manager Human Resources II	Director Human Resources
25A	Human Resources Manager	Complex Manager

WMS and Company Inc.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

Titles Reported and Typical Reporting Relationships

JOB CODE	TITLE	TYPICALLY REPORTS TO:
25B	Complex HR Manager/HR Manager	Director Human Resources
25B	Complex Human Resources Manager	Director of Human Resources
25B	Complex HR Manager	Director HR
25B	Director Human Resources	CEO
25B	Complex Human Resources Manager I	Complex Manager
25B	Manager Human Resources II	Director Human Resources
25B	Human Resources Manager	Complex Manager
26A	HR Manager	Plant Manager
26A	Plant HR Manager	Complex HR Manager
26A	Complex HR Manager	Director HR Perdue Foods
26A	Complex Human Resources Manager I	Complex Manager
26A	Manager Human Resources	Manager Human Resources II
26B	Complex HR Manager/HR Manager	Director Human Resources
26B	Human Resources Manager	Director of Human Resources
26B	HR Manager	Plant Manager
26B	Sr. Human Resources Supervisor	Human Resources Director
26B	Plant HR Manager	Complex HR Manager
26B	Complex HR Manager	Director HR Perdue Foods
26B	Complex Human Resources Manager	Complex Manager
26B	Manager Human Resources	Director Human Resources
26B	Plant Human Resources Manager	Complex Manager
27	Director of Engineering	VP of Operations
27	Dir Engineering Projects/Engineering Project	VP Engineering
27	Process Engineer	Plant Manager
27	Project Manager	Engineering Manager
27	Engineer	Director of Engineering
27	Sr Project Engineer/Sr Industrial Engr	Sr Director Engineering
27	Senior Project Engineer	Director of Engineering
27	Engineer Continuous Improvement	Manager Complex
27	Regional Engineer Manager	Director Engineering

WMS and Company Inc.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

Titles Reported and Typical Reporting Relationships

JOB CODE	TITLE	TYPICALLY REPORTS TO:
28	Veterinarian/Head Veterinarian	Sr Director Live Operations
28	Veterinary Services Advisor	Agri Operations Manager
28	Director of Veterinary Services	President and COO
28	Director of Veterinary Medicine	Director of Live Production
28	Director of Veterinarian Services	VP Live Operations
28	Director Veterinary Services	Senior VP Technical Services
28	Sr Director Veterinary Services	SVP Food Safety/QA & Live Operations
28	Veterinary Manager	Live Production Manager
28	Veterinarian	Head of Live Production Technical Svcs
28	Director Veterinary Services	Sr Director Live Operations
29	Director of Business Development	AVP of Marketing & Sales
29	VP Retail Sales/VP Industrial Sales	Executive VP of Sales
29	Director of Sales	President and COO
29	Director of Sales	COO
29	Sales Director	VP Sales
29	VP Sales	Group VP Retail Sales
29	Director/Sr Director Sales	VP Sales
29	Director Sales	Executive VP Operations
29	Director Sales	VP Business Development
29	Sr Director Fresh Sales	VP Sales-Fresh
30	National Sales Account Manager	AVP of Sales & Marketing
30	Retail Sales Director/Director Food Service S	VP Retail Sales/SVP Food Service Sales
30	Sales Director and/or Sales Mgr	Director of Sales
30	Regional Sales Reps	Director of Sales
30	Sales Manager	VP Sales
30	Area Sales Manager	Regional Sales Manager
30	Regional Sales Mgr/Reg Business Mgr	Director Sales
30	Sales Manager	Complex Manager/CEO
30	Regional Sales Manager	Director Sales
30	Manager Sales Account	Associate Director Sales
30	Regional Sales/National Accts and Sales Mgr	Director Sales

WMS and Company Inc.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

Titles Reported and Typical Reporting Relationships

JOB CODE	TITLE	TYPICALLY REPORTS TO:
31	Sales Account Manager	AVP of Sales & Marketing
31	Natl Accts Mgr/Reg, Intl, Commodity Sales M	Dir Retail, Food Svc Sales/VP Retail, In
31	Sales Representative	Sales Manager
31	Account Sales Rep	Director of Sales
31	Account Sales	Sales Manager
31	Sales Representative I/II	National Account Manager
31	Sales/Sr Sales Rep	Director Sales
31	Sales Representative	Regional Sales Manager
31	Associate Manager Sales	Director Sales
31	Sales Representative	Sales Manager/Director Sales
32A	Plant Safety Manager	Corp. Safety Manager
32A	Area Safety Coordinator	Safety Director
32A	Safety Manager	General Manager
32A	Safety Manager	Complex Safety Manager
32A	EHS Manager	Complex Manager
32A	Complex Safety & Health Manager	Complex Manager
32A	Manager Safety	Sr Manager Area Safety
32A	Safety Manager	Complex Manager/Operations Manager
32B	Safety Manager	Director of Safety
32B	Safety Manager	Complex Manager
32B	EHS Manager	Plant General Manager
32B	Safety Manager	Director of Safety
32B	Safety Manager	Complex Manager
32B	Complex Safety Manager	Complex Manager
32B	Safety Security/Sr Safety Security Mgr	Complex HR Manager
32B	Complex Safety & Health Manager	Complex Manager
32B	Manager Complex Safety	Sr Manager Area Safety
32B	Mgr Environmental, Health & Safety	Complex Manager/Operations Manager

WMS and Company Inc.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

Titles Reported and Typical Reporting Relationships

JOB CODE	TITLE	TYPICALLY REPORTS TO:
33A	VP Plant Product Quality Assurance	SVP Food Safety & Animal Care Well-B
33A	FSQR Leader	Corporate FSQR VP
33A	Senior Vice President	Chief Executive Officer
33A	VP Veterinary Services	CEO
33A	SVP Food Safety/QA & Live Operations	President Premium Poultry
33A	Head of Quality Assurance & Food Safety	President & CEO
33A	VP Quality Assurance & Food Safety	CEO
33B	Director of QA/QC	AVP of Processing
33B	Quality Assurance Director	VP Plant Product QA/SVP Food Safety &
33B	FSQR Director	FSQR Leader
33B	Director of Quality Control	President
33B	Director of Quality	VP Operations
33B	Quality Assurance Director	VP Veterinary Services
34	Director of Grain Procurement	VP of Live Operations
34	Director of Ingredient Purchasing	CFO
34	VP Ingredient Purchasing	President
34	Senior Merchandiser	Manager of Grain & Soy
34	Regional Mgr Grain Procurement Orig	SVP Domestic Grain
34	Director Feed Ingredient Purchasing	Head of Business Risk Management
34	Director Commodity	VP Commodity Purchasing
34	Director Feed Ingredient Procurement	CFO
35	Human Resources Representative	Human Resources Manager
35	HR Supervisor/HR Generalist	Complex Human Resources Manager
35	Human Resources Supervisor	Human Resources Manager
35	Human Resources Supervisor	Labor Relations Manager
35	Shift HR Supervisor	Plant HR Manager
35	Human Relations Manager	Complex Manager
35	Human Resources Supervisor	Complex Human Resources Manager
35	Associate Human Resources Generalist	Manager Humnan Resources
35	Human Resources Supervisor	Human Resources Mgr/Plant Human Re

WMS and Company Inc.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

Titles Reported and Typical Reporting Relationships

JOB CODE	TITLE	TYPICALLY REPORTS TO:
36	QA Supervisor	QA Manager
36	Quality Assurance Supervisor	Quality Assurance Manager
36	QA Technical Services Supervosor	FSQR Manager
36	Quality Assurance Supervisor	Quality Assurance Manager
36	Quality Services Supervisor	Quality Services Manager
36	QC Supervisor	QC Manager
36	Quality Control Supervisor	Quality Assurance Manager
36	QA Supervisor	Plant QA Manager
36	QA/Food Safety Supervisor	Complex QA/Food Safety Manager
36	Quality Assurance Supervisor	Quality Assurance Manager
36	Supervisor FSQA	General Manager FSQA
36	Quality Assurance Supervisor	Quality Assurance Manager
37	Processing Superintendent	Processing Manager
37	Processing Superintendent	Operations Manager
37	Area Manager	Operations Manager
37	Production Manager	Plant Manager
37	Processing/Production Manager	Plant Manager
37	Department Supervisor Plant	First Processing Superintendent
37	Superintendent	Shift Manager
37	Production Superintendent	Production Manager
37	General Manager Production	Sr Production Manager
37	Processing Supt Fresh , Value Add or Further	Shift Manager/Operations Manager
38	Staff Accountant	Director of Accounting
38	Production Accountant/Cost Accounting Anal	
38	Staff Accountant	Controller
38	Plant Accountant	Accounting Manager
38	Plant Accountant	Cost Accounting Manager
38	Staff Accountant	Sr Accounting Supervisor
38	Cost Accountant/Sr Accountant	Operations Accounting Mgr
38	Accountant	Accounting Manager
38	Accountant	Controller II
38	Cost Accountant - Plant	Complex Finance Manager

WMS and Company Inc.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

Titles Reported and Typical Reporting Relationships

JOB CODE	TITLE	TYPICALLY REPORTS TO:
39	Transportation Coordinators	Director of Transportation
39	Transportation Network/Logistics Procurment	
39	Logistics Assistant	Transportation Supervisor
39	Logistics Manager	Director of Sales
39	Transportation Coordinator	Sales Manager
39	Logistics Coordinator	Logistics Operations Manager
39	Live Production Logistics Coordinator	
39	Transportation Specialist	Transportation Supervisor
39	Logistics & IC Anal/ Trans & Log Anal	Director Supply Chain Management
40	Director Humna Resources	
40	Director of Human Resources	President
40	Human Resources Director	CHRO
40	QA Director	Corporate Director HR
40	Director HR Perdue Foods HQ	VP Foods
40	Human Resources Manager	CEO
40	Area Human Resources Director	Head of Human Resources
40	Director Human Resources	VP Human Resources Operations
40	Area Human Resources Manager	Sr Director Prepared Foods

WMS and Company Inc.

2019 Poultry Industry Compensation and Benefits Survey

F. Plant Turnover

	All 2018	Non-Union 2018	Union 2018
Highest	145.0%	99.0%	168.7%
75th Percentile	102.3%	93.0%	119.0%
Median	67.6%	59.8%	101.0%
Average	71.1%	68.0%	95.5%
25th Percentile	51.2%	52.0%	58.0%
Lowest	47.0%	21.0%	54.0%
No. Companies Reporting	11	11	7

2019 Poultry Industry Compensation and Benefits Survey

APPENDIX
2019 Poultry Survey Questionnaire

The survey document follows.